



2019-2020

STAR OF THE NORTH FELLOWSHIP

MINNESOTA MANAGEMENT AND BUDGET – COMPENSATION AND CLASSIFICATION

OVERVIEW:

Minnesota Management and Budget (MMB) serves the people of Minnesota by providing the state with leadership and guidance to support efficient and effective government, a world class workforce, and responsible financial management. This Fellowship position offers a unique opportunity to gain exposure to the Executive Branch of Minnesota State Government while supporting the work of the Compensation and Classification Unit. This unit provides consultation to HR staff from a variety of State agencies doing big picture human resources work in the areas of job classification and compensation.

WHAT YOU WILL LEARN:

In this position you will assist the team in evaluating compensation equity throughout the state. The exact purpose of the position will be determined based on the strengths and interests of the candidate selected. However, the work will likely focus around: conducting classification and compensation-related research; drafting/contributing to compensation policies; evaluating current compensation systems and collaborating on potential changes; and contributing to statewide classification and compensation projects.

WHAT WE REQUIRE:

There are no minimum educational competencies for the position, however, I am seeking a candidate who:

- 1) Is comfortable with numerical data, and with understanding simple mathematical formulas
- 2) Demonstrated appreciation for fact and evidence based approaches to decision making
- 3) Has demonstrated experience in evaluating feedback from multiple constituencies and different areas of interest
- 4) Understands and values Diversity and Inclusion in the workplace

**A candidate with a legal background or an ability to do legal research may take on some quasi-legal (non-litigation) related assignments.

ADDITIONAL INFORMATION:

The State of Minnesota is an equal opportunity, affirmative action, and veteran-friendly employer, and encourages all qualified candidates to apply for job opportunities. If you are an individual with a disability who needs assistance or cannot access the online job application and search tools, please contact the job information line at 651.259.3637. Please indicate what assistance is needed.